

Build with purpose



Test before you decide — the hierarchy stays yours

WHAT THIS IS ABOUT

You have a hierarchy. Now the real question is: what happens if you change a score?

IN THIS BROCHURE YOU'LL DISCOVER

- 1 How to anticipate the chain effects of any score adjustment — before you commit to anything
- 2 Which parameters you control directly and how to build comparable scenarios in a few moves
- 3 How to read a simulation result and where to direct your attention first
- 4 Why your decision becomes demonstrable — and how it stays documented in the hierarchy

VERSIUNEA ONLINE

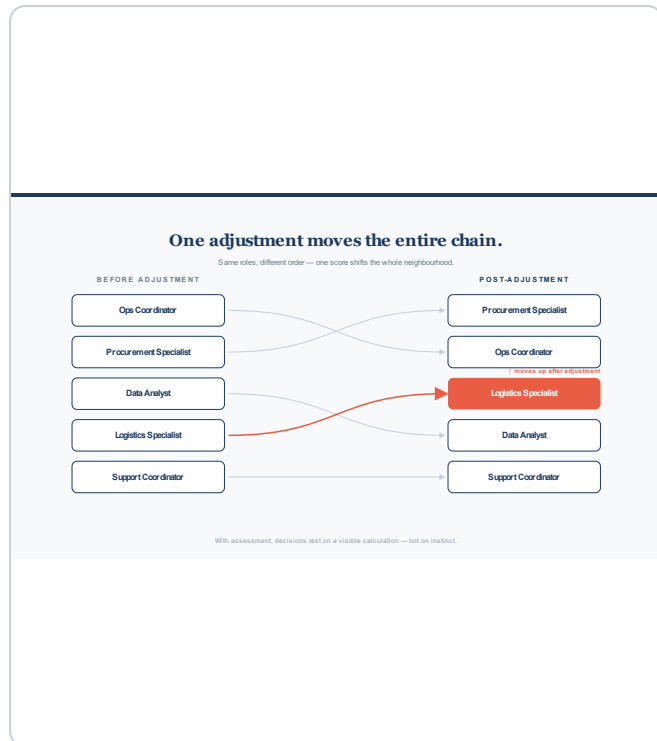
Scanează pentru broșura interactivă — cu voce, film și grafice care se ivesc la scroll.



01

The hierarchy is built. One decision can overturn it.

Any score adjustment shifts a role in the hierarchy — and that shift carries chain consequences you cannot anticipate in advance. The simulator lets you forecast the impact of your decisions before you make them.



- A changed score does not affect only the role in question — it shifts the relative standing of every role in its vicinity.
- The consequences are not linear: a minor adjustment can produce a significant reordering, or leave the hierarchy entirely undisturbed.
- Without prior testing, your decision rests on intuition — with testing, it rests on a visible calculation.

IN DEPTH

If you raise the score on "responsibilities" for a coordination role, that role moves up in the hierarchy — but the roles immediately above it move down in relative terms. If several roles score similarly on that criterion, the effect propagates across the entire group simultaneously, not just to the role you adjusted.

A one-point adjustment on a single criterion may be absorbed with no visible reordering — or it may pull a role out of its cluster and place it in a different segment of the hierarchy. What determines which outcome occurs is not the size of the adjustment itself, but the distance between that role and its neighbours.

Intuition says "if I raise the score, the role moves up" — the calculation shows by how much, relative to whom, and whether the reordering holds up against the other roles evaluated on the same criteria.

Before you know what you can test, it is worth knowing where you are starting from — and which parameters are yours to control.

02

The parameters you control and the scenarios you can build.

Dacă știi că o ajustare produce efecte în lanț, întrebarea practică e: unde anume poți interveni?

The simulator places the scores for all four legal criteria — each assessed across six concrete benchmarks — directly in your hands for every role: adjust them, watch the hierarchy reorder in real time, and compare scenarios against each other before any final confirmation.

- You can adjust any role's score on any benchmark, individually or in combination.
- You can build multiple scenarios in parallel and compare them against the baseline hierarchy.
- Each scenario remains separate from the confirmed hierarchy — you test without overwriting.

IN DEPTH

"Individually or in combination" means you can simultaneously raise the score for "intellectual and/or physical effort" and for "responsibilities" on the same role and see the aggregated effect — you don't need to test one benchmark at a time when the real decision involves several factors at once.

Comparing scenarios against the baseline hierarchy means you always have a fixed reference point: you're not comparing one scenario against another in a vacuum, but each against the hierarchy that has already been built and documented. Deviations are visible with precision.

"Without overwriting" is a process guarantee: the session log of the confirmed hierarchy remains intact regardless of how many scenarios you run. A simulation leaves no trace in the final document — only in the working space, until you decide that a scenario becomes a decision.

The parameters you control.

Adjust scores on individual criteria — or in combination — and watch the hierarchy respond in real time.

LEGAL CRITERION	Current Score	Tested Score	Effect within the hierarchy
Knowledge and skills	3	3	unchanged
Intellectual / physical effort	3	3	unchanged
Responsibilities	2	4	the role moves up 2 positions
Working conditions	2	2	unchanged

Every scenario stays separate from the confirmed hierarchy — you test without overwriting.

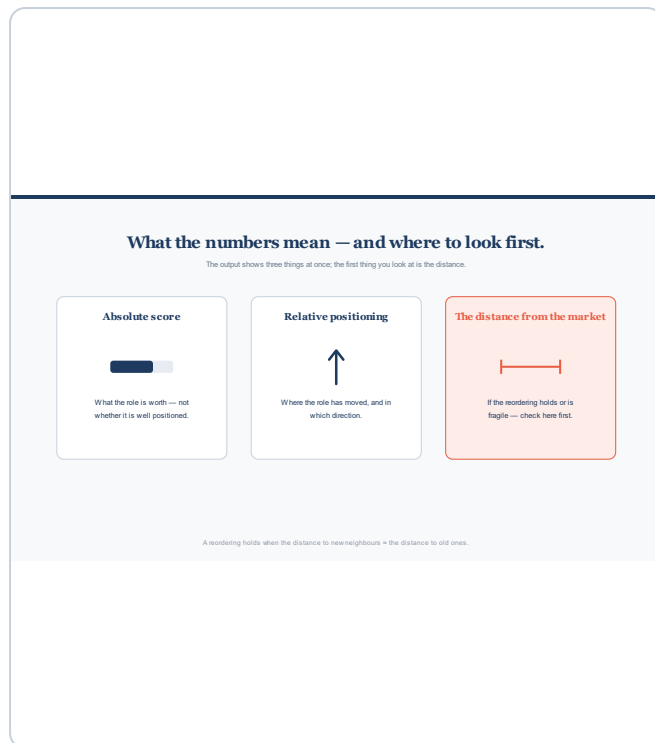
You can build the scenarios — but their value depends entirely on how well you interpret what the results are telling you.

03

What the numbers in your result mean — and where to look first.

Scenariile sunt construite — acum rezultatul îți pune în față numere și ordini. Citirea lor are o logică.

The simulation result shows three things at once: the role's new score, its new position in the hierarchy, and its distance from neighbouring roles. The first thing to look at is the distance — it tells you whether the reordering is solid or whether it warrants further analysis before you confirm it.



- The absolute score tells you how much the role is worth — but not whether it is well placed. What matters is the distance from the other scores.
- The relative position tells you which roles this one has moved against, and in which direction — and whether the reordering can be justified against the job descriptions of those roles.
- The distance from neighbours tells you whether the decision can be confirmed or whether the role sits on the boundary between two segments and deserves a closer look.

IN DEPTH

A high absolute score does not automatically mean the role is well placed — what matters is the distance from the other scores. If a neighbouring role has a similar score, the small gap means any subsequent adjustment could move it again. If the gap is large, the position is stable.

When a role moves up in the hierarchy, the result shows explicitly which roles it has passed — not "moved up two positions" in the abstract, but "overtaken role X and role Y." This allows you to verify whether the reordering can be justified against the job descriptions of those roles, not just against the numbers.

A reordering is solid when the distance from the new neighbours is comparable to the distance from the old ones. A fragile reordering — a small gap on both sides — signals that the role sits on the boundary between two segments, and that the decision warrants further analysis before it is confirmed.

Now comes the step that matters most: what you do with it.

04

The decision is yours. The simulator reduces the uncertainty beneath the foundation you are building.

Ai scenariile, ai citit rezultatul — acum decizia are un temel pe care îl poți arăta, nu e doar expresia unei intenții.

The scenario you confirm becomes part of the documented hierarchy — with an updated log showing what changed, why, and on what basis. The decision remains yours — what you gain is that it can now be demonstrated.

- Confirming a scenario updates the hierarchy and the log — it does not create a separate new document.
- The updated log shows the difference: what changed from the previous version and on which criterion.
- The hierarchy confirmed after simulation is the foundation on which the next step — the pay structure — can be built.

IN DEPTH

"Update, don't create separately": you do not end up with two parallel documents — one from the initial process, one from the simulation. You have a single hierarchy, with a log that records the history: the initial version, what was tested, what was confirmed and when. The continuity of the document is the continuity of your procedural foundation.

The difference recorded in the log is concrete: not a footnote, not an annex — an entry in the same session log, in the same format, with the same traceability as the initial evaluation.

The confirmed hierarchy — produced by your simulation, with the scores you chose to apply — gives you the objective foundation for what comes next: the pay structure, where the ranked positions translate into grades and pay bands. That step begins from a tested hierarchy, not an assumed one.

